Applying an Equity Framework

Things to Consider

- Race
- Geographic location
- Gender
- Economic situation
- Sexual orientation

- Disability
- Education
- Access to care (medical, dental, mental health)
- Transportation
- Common Language?

Questions to ask

- Is the racial demographics of the community represented in the membership of review and prevention teams?
- Is the historical context of racism, classism, and environmental violence on the physical and psychological well-being of the populations well understood?
- Is the **affected population** leading the discussion? Will they feel the **effects of a change more than others**?
- Who has the power? Is the group with the **most power** willing/able to **give up their power**? Is the affected population able/willing to assume more power?

- Do our strategies and relationships (including alliances, coalitions and partnerships) adequately **represent those people and institutions** we need to be working with to **change the systems to be equitable**? Are our current strategies and relationships multi-racial or cross sector?
- What **challenges or problems will not be solved** based on our current strategies and relationships? Do our strategies account for this (e.g. next steps; other allies are working on it)?
- Are there any **positive or negative unintended consequences** as a result of our work to change the system (e.g. people of color, marginalized communities or white communities)?
- What type of recommendations can result from the "Personal Responsibility" versus "Social Responsibility"?
- How does the **political climate** impact this discussion?